

**MINUTES OF THE
EDUCATION SUBCOMMITTEE ON TEACHER SHORTAGES,
QUALITY, AND COMPENSATION**

Friday, November 9, 2007 – 9:00 a.m. – Room W110 House Building

Members Present:

Sen. Howard A. Stephenson, Senate Chair
Rep. Gregory H. Hughes, House Chair
Sen. Patricia W. Jones
Sen. Mark B. Madsen
Rep. Craig A. Frank
Rep. James R. Gowans
Rep. Bradley G. Last
Rep. Merlynn T. Newbold
Rep. LaWanna "Lou" Shurtliff

Staff Present:

Ms. Constance C. Steffen, Policy Analyst
Mr. Dee S Larsen, Associate General Counsel
Ms. Glenda S. Whitney, Legislative Secretary

Note: A list of others present, a copy of related materials, and an audio recording of the meeting can be found at www.le.utah.gov.

1. Committee Business

Sen. Stephenson called the meeting to order at 9:21 a.m.

MOTION: Sen. Jones moved to approve the minutes of the September 27, 2007 meeting. The motion passed unanimously. Sen. Madsen and Rep. Hughes were absent for the vote.

2. Consider Draft Legislation Addressing Teacher Shortages, Quality, and Compensation

A. "Educator Relicensure Initiative"

Rep. Ronda Rudd Menlove gave an overview of 2008 General Session draft legislation, "Educator Relicensure Initiative." She explained that the bill creates a procedure to reinstate the license of an educator whose license has expired.

Ms. Sydnee Dickson, Director, Educator Quality and Licensing, USOE (Utah State Office of Education), spoke in support of the bill. Ms. Dickson stated the State Board may write rules outlining a protocol for the professional development plan of a relicensed educator.

MOTION: Rep. Newbold moved to recommend to the Education Interim Committee to adopt as a committee bill the 2008 General Session draft legislation, "Educator Relicensure Initiative," as amended, and to send a letter to the State Board of Education urging the board to facilitate teacher relicensing as proposed in the bill. The motion passed unanimously with Rep. Hughes absent for the vote.

B. "Paraeducator to Teacher Scholarship Program"

Rep. Ronda Rudd Menlove gave an overview of 2008 General Session draft legislation, "Paraeducator to Teacher Scholarship Program." She explained that the bill creates a program to award scholarships to paraeducators for education and training to become a licensed teacher.

Ms. Nan Gray, State Director, Special Education, USOE, spoke in support of the bill. She noted the bill has flexibility to meet the needs of paraeducators and schools.

Sen. Madsen suggested that the bill be clarified regarding the membership of the committee that will select scholarship students and the criteria for selecting scholarship students.

MOTION: Sen. Madsen moved to amend 2008 General Session draft legislation, "Pareducator to Teacher Scholarship Program," as follows:

Page 2, Line 52: After "public" insert ", excluding school district and charter school employees."

The motion passed unanimously.

Ms. Dickson spoke in support of the bill and stated that there would be great demand for the scholarships.

Ms. Gray spoke in support of the bill and noted it will help recruit and retain special educators.

Rep. Shurtliff recommended that "paraeducator" be defined in the bill.

MOTION: Rep. Shurtliff moved to recommend to the Education Interim Committee to adopt as a committee bill the 2008 General Session draft legislation, "Pareducator to Teacher Scholarship Program," as amended. The motion passed with Rep. Newbold voting in opposition.

C. "Extended Year for Special Educators"

Rep. Ronda Rudd Menlove gave an overview of 2008 General Session draft legislation, "Extended Year for Special Educators." She explained that the bill provides for stipends for special educators for additional days of work.

Ms. Gray spoke in support of the bill noting the extended year proposal would be a great tool in recruiting and retaining educators.

MOTION: Rep. Newbold moved to recommend to the Education Interim Committee to adopt as a committee bill the 2008 General Session draft legislation, "Extended Year for Special Educators." The motion passed unanimously.

Rep. Last said the \$8 million cost would be difficult to fund and recommended finding ways to reduce the cost, such as restricting the types of qualifying professions.

Sen. Stephenson turned the chair over to Rep. Hughes.

D. "Differential Pay for Teachers"

Sen. Howard Stephenson asked Ms. Steffen to give an overview of 2008 General Session draft legislation, "Differentiated Pay for Teachers." Ms. Steffen explained that the bill provides market incentives to attract and retain mathematics and science teachers who fill positions for which there is critical shortage of qualified personnel.

Sen. Stephenson said he intends to modify the bill to build the salary increase into a teacher's pay.

MOTION: Rep. Frank moved to recommend to the Education Interim Committee to adopt as a committee bill the 2008 General Session draft legislation, "Differential Pay for Teachers," as amended. The motion passed unanimously with Sen. Madsen, Rep. Last, and Rep. Newbold absent for the vote.

E. "Extended Year for Math and Science Teachers"

Mr. Larsen gave an overview of 2008 General Session draft legislation, "Extended Year for Math and Science Teachers." He noted the bill creates an optional grant program to provide an extended year for math and science teachers.

Chair Hughes noted that Rep. Bigelow asked that no action be taken on the bill at this time.

F. "Extended School Year Incentive"

Sen. Howard Stephenson gave an overview of 2008 General Session draft legislation, "Extended School Year Incentive." He noted that the bill creates a grant program to provide a financial incentive to school districts to adopt school schedules and calendars that result in a more efficient use of human resources and capital facilities.

Ms. Steffen reviewed the bill.

Ms. Susan Kuziak, Executive Director, Utah Education Association, said they will speak with the sponsors of the bills before the Education Interim Committee meets.

MOTION: Rep. Newbold moved to forward the 2008 General Session draft legislation, "Extended School Year Incentive," to the Education Interim Committee for its consideration. The motion passed unanimously with Sen. Madsen absent for the vote.

G. "Task Force to Study Performance Incentives for Teachers"

Sen. Howard Stephenson gave an overview of 2008 General Session draft legislation, "Task Force to Study Performance Incentives for Teachers." He noted that the bill creates the Performance Incentives for Teachers Task Force.

Ms. Steffen reviewed the bill.

Ms. Dickson noted that while there is insufficient research to conclusively identify the necessary elements of a successful differential pay program, there is evidence from research, policy, and practice about elements that would bolster state policies. She recommended that performance pay policies incorporate the following:

- Programs should require teacher participation in their development and adoption and should be voluntary for districts.
- Programs should incorporate differential pay policies within a comprehensive strategy for reforming how teachers are recruited, evaluated, trained, compensated, and retained.
- State policy should encourage districts to develop and pilot test alternative salary schedules.

- States should develop and pilot test differentiated pay programs in high-needs schools.

Ms. Amber Schwartz, Utah Education Association, expressed concern that teachers are not included on the task force.

MOTION: Rep. Shurtliff moved to forward the 2008 General Session draft legislation, "Task Force to Study Performance Incentives for Teachers" to the Education Interim Committee for its consideration.

SUBSTITUTE MOTION: Rep. Newbold moved to forward the 2008 General Session draft legislation, "Task Force to Study Performance Incentives for Teachers" to the Education Interim Committee with an amendment that representatives of teachers be included on the task force. The substitute motion passed unanimously.

3. Other Items / Adjourn

MOTION: Sen. Jones moved to adjourn the meeting. The motion passed unanimously.

Chair Hughes adjourned the meeting at 11:40 p.m.